

**STATE OF IOWA
HUMAN RESOURCES ENTERPRISE**

Effective 07/01/2005 - 12/29/2005

PUBLIC SAFETY BARGAINING UNIT PAY PLAN							
FISCAL YEAR 2006							
Pay Grade		STEP 1 (26 WEEKS)	STEP 2 (52 WEEKS)	STEP 3 (52 WEEKS)	STEP 4 (52 WEEKS)	STEP 5 (52 WEEKS)	STEP 6 (52 WEEKS)
		STEP 7 (52 WEEKS)	STEP 8 (52 WEEKS)	STEP 9 (52 WEEKS)	STEP 10 (52 WEEKS)	STEP 11	
24	Steps 1 - 6	ANNUALLY	33,238.40	34,382.40	35,609.60	36,836.80	38,105.60
		BIWEEKLY	1,278.40	1,322.40	1,369.60	1,416.80	1,516.80
		HOURLY	15.98	16.53	17.12	17.71	18.32
	Steps 7 - 11	ANNUALLY	40,809.60	42,244.80	43,700.80	45,260.80	46,820.80
		BIWEEKLY	1,569.60	1,624.80	1,680.80	1,740.80	1,800.80
		HOURLY	19.62	20.31	21.01	21.76	22.51
26	Steps 1 - 6	ANNUALLY	35,942.40	37,190.40	38,500.80	39,873.60	41,246.40
		BIWEEKLY	1,382.40	1,430.40	1,480.80	1,533.60	1,586.40
		HOURLY	17.28	17.88	18.51	19.17	19.83
	Steps 7 - 11	ANNUALLY	44,179.20	45,718.40	47,340.80	48,963.20	50,668.80
		BIWEEKLY	1,699.20	1,758.40	1,820.80	1,883.20	1,948.80
		HOURLY	21.24	21.98	22.76	23.54	24.36

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		STEP 7 (52 WEEKS)	STEP 8 (52 WEEKS)	STEP 9 (52 WEEKS)	STEP 10 (52 WEEKS)	STEP 11	
27	Steps 1 - 6	ANNUALLY	37,398.40	38,729.60	40,060.80	41,454.40	42,889.60
		BIWEEKLY	1,438.40	1,489.60	1,540.80	1,594.40	1,649.60
		HOURLY	17.98	18.62	19.26	19.93	20.62
	Steps 7 - 11	ANNUALLY	45,926.40	47,548.80	49,171.20	50,960.00	52,728.00
		BIWEEKLY	1,766.40	1,828.80	1,891.20	1,960.00	2,028.00
		HOURLY	22.08	22.86	23.64	24.50	25.35
28	Steps 1 - 6	ANNUALLY	39,041.60	40,372.80	41,808.00	43,284.80	44,782.40
		BIWEEKLY	1,501.60	1,552.80	1,608.00	1,664.80	1,722.40
		HOURLY	18.77	19.41	20.10	20.81	21.53
	Steps 7 - 11	ANNUALLY	47,985.60	49,670.40	51,396.80	53,227.20	55,078.40
		BIWEEKLY	1,845.60	1,910.40	1,976.80	2,047.20	2,118.40
		HOURLY	23.07	23.88	24.71	25.59	26.48

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FISCAL YEAR 2006							
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		STEP 7 (52 WEEKS)	STEP 8 (52 WEEKS)	STEP 9 (52 WEEKS)	STEP 10 (52 WEEKS)	STEP 11	
31	Steps 1 - 6	ANNUALLY	43,680.00	45,240.00	46,800.00	48,443.20	50,169.60
		BIWEEKLY	1,680.00	1,740.00	1,800.00	1,863.20	1,929.60
		HOURLY	21.00	21.75	22.50	23.29	24.12
	Steps 7 - 11	ANNUALLY	53,726.40	55,619.20	57,532.80	59,571.20	61,651.20
		BIWEEKLY	2,066.40	2,139.20	2,212.80	2,291.20	2,371.20
		HOURLY	25.83	26.74	27.66	28.64	29.64

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STATE OF IOWA
HUMAN RESOURCES ENTERPRISE
 Effective 07/01/2005 - 12/29/2005

PUBLIC SAFETY BARGAINING UNIT PAY PLAN (DNR OFFICERS)								017
FISCAL YEAR 2006								
Pay Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	
		(26 WEEKS)	(52 WEEKS)	(52 WEEKS)	(52 WEEKS)	(52 WEEKS)	(52 WEEKS)	
		STEP 7	STEP 8	STEP 9	STEP 10	STEP 11		
		(52 WEEKS)	(52 WEEKS)	(52 WEEKS)	(52 WEEKS)			
26	Steps 1 - 6	ANNUALLY	37,024.00	38,334.40	39,665.60	41,080.00	42,515.20	44,033.60
		BIWEEKLY	1,424.00	1,474.40	1,525.60	1,580.00	1,635.20	1,693.60
		HOURLY	17.80	18.43	19.07	19.75	20.44	21.17
	Steps 7 - 11	ANNUALLY	45,552.00	47,132.80	48,796.80	50,502.40	52,228.80	
		BIWEEKLY	1,752.00	1,812.80	1,876.80	1,942.40	2,008.80	
		HOURLY	21.90	22.66	23.46	24.28	25.11	